

An Overview of the Diversity Executive Orders Program

Presented by
Steven P. Shafran
Diversity Executive Orders Program Manager
Office of Civil Rights (WO-720)
Email: Steven.Shafran@blm.gov
Telephone Number: (202) 254-3315

Diversity Executive Orders Policy

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WIN-WIN OPPORTUNITY
TO ESTABLISH
NEW PARTNERSHIPS WITH
MINORITY SERVICING INSTITUTIONS
AND
NON-PROFIT ORGANIZATIONS

The Presidential Executive Orders requires each Federal agency to accomplish the following:

Establish and support partnerships that enhance faculty, curriculum and infrastructure at HBCUs, HSIs, and TCUs.

- Enhances educational and employment opportunities for minority and disabled students.
- Increase participation in Federal programs for minority businesses through equal opportunities to such programs.
- Provide annual reports to the White House Initiative Offices

One of the initiatives coordinated within the Office of Civil Rights (WO-720), is to increase the workforce diversity through the funding of the Diversity Executive Orders Program.

- Asian American Pacific Islander Program (AAPI)—EO 13339, 13125, 13218, 13216,
- Historically Black Colleges and Universities Program (HBCU)—12876, 13256, 12928
- Hispanic Serving Institutions Program (HIS)—13230, 13171, 12900
- Students with Disabilities Program (SWDP)—13163, 13164, 13078
- Tribal Colleges and Universities Program (TCU)—13270, 13096

Diversity Executive Orders Program

Enhances our ability to complete
mission-critical work while
improving our relationships

With

Minority Serving Institutions
and Non-profit organizations.

Statement on Diversity

- The Bureau of Land Management is an employer of choice, where our workforce is reflective of the people we serve at all levels and in all occupations across the nation. Individual differences are recognized and encouraged to maximize our commitment to quality services.

Key Areas for Focusing Support to Assist MSIs and Non-Profit Organizations

- Research and Development
- Program Evaluations
- Training
- Facilities and Equipment

Key Areas for Focusing Support to MSIs and Organizations

- Intergovernmental Personnel Act Assignments
- Direct Institutional Subsidies
- Third Party Awards
- Private Sector Involvement

Diversity Executive Orders Program (DEOP)

- Through the Diversity Executive Orders Program (DEOP), WO-720 provides “seed money funding” to States and Centers to establish and develop new outreach initiatives addressing the key areas of support cited in the Executive Orders.
- The funds provided will assist offices to support and promote activities with Minority Serving Institutions (MSIs) and Non-profit Organizations.

Executive Order with Historically Black Colleges and Universities

- Historically Black Colleges and Universities (HBCU) are defined as postsecondary institutions that were established prior to 1964, whose principal mission was, and is, the education of black Americans. HBCUs enroll approximately 14 percent of America's students in higher education, although they constitute only 3 percent of America's approximate 4,000 institutions of higher education.

Executive Order with Historically Black Colleges and Universities

- These institutions matriculate approximately 24% of all African Americans students enrolled in four-year colleges, award masters degrees and first-professional degrees to about 1 in 6 degrees earned by African Americans. The majority of the 105 HBCUs are located in the Southeastern states, the District of Columbia and the Virgin Islands. They include 40 public four-year, 11 public two-year, 49 private four-year and 5 private two-year institutions.

Executive Order with Hispanic Serving Institutions

- Hispanic Serving Institutions (HSIs) are accredited and degree-granting public or private nonprofit institutions of higher education with at least 25 percent or more total undergraduate Hispanic full-time equivalent student enrollment. It should be noted that title V of the Higher Education Act (HEA) of 1965, as amended in 1998 – which authorizes a federal Hispanic-Serving Institutions program – applies additional criteria for specific program eligibility.

Executive Order with Hispanic Serving Institutions

- To meet the Title V definition of an HIS, an institution of higher education must also have a high enrollment of needy students, low educational and general expenditures and 25 percent or more undergraduate Hispanic full-time equivalent enrollment where 50 percent of Hispanic students are low-income.

Executive Order with Hispanic Serving Institutions

- Hispanic Americans are the nation's fastest growing population. Today's Latino youth represents one quarter of the future workforce of America. Yet Latino students lag behind other Americans in academic achievement. The federal government has a powerful role to play in closing this performance gap and ensuring that quality education for Hispanic Americans is part of the national agenda as well as BLM.

Executive Order with Tribal Colleges and Universities

**Serves to increase the participation
of Native Americans and Alaska
Natives where they may be
underserved.**

To create partnerships with public and private sector organizations for the purpose of addressing barriers that Native American and Alaska Natives encounter as they pursue employment

Tribal Colleges and Universities

- TCUs were created to provide an opportunity for Native Americans and Alaska Natives growing up on reservations or in geographically isolated areas that have no other opportunities to attend post secondary facilities after graduating from high school.
- Currently there are 37 recognized TCUs and all have open admission policy.

Examples of Successful Projects

- Bering Glacier/Southern University Research Partnership hosted by BLM Alaska.
- Finding History's Forgotten People: The Presence of African Americans in the Settlement of Colorado, c. 1534-1954, a partnership with Coppin State University.

WIN-WIN OPPORTUNITY FOR LAND USE PLANNERS

- How the Diversity Executive Orders Program can assist Planners in accomplishing an office's RMP goals and objectives.

DURING THE EARLY PLANNING PROCESS

- Pre-plan work: Taking inventory of the data, resources, personnel, and/or facilities to see what is required to complete the RMP revision or amendment.
- For example, there may be limited resources to compile the GIS data required to address the RMP issues. The planner can approach a Minority Serving Institution (MSI) or Non-profit associated with a MSI, such as a Tribal College with a curriculum in GIS and develop a partnership to work with the faculty and students to do the required research.

BUSINESS CONTRACTING SERVICES

- Planners have a lot of meetings: public scoping meetings, focus group meetings, travel management planning meetings, and internal meetings with cooperating agencies and during a RMP revision/amendment effort to name a few.
- To assist Planners with all these different meetings, we can contract with a non-profit minority business or a Minority Serving Institution. Tasks can include organizing meetings, arranging space, taking notes, setting up and tearing down displays, distributing marketing information to the media and many other tasks necessary to accomplish the RMP effort.

IMPLEMENTATION WORK

- The Approved RMP has many allocation decisions that will be implemented over the next several years.
- For example, a RMP decision for cultural resources has allocated 3 rock art sites for Public Use. The implementation decision is to determine what kind of permitted use will be allowed.
- Depending on their classification, different studies will be required and these studies can be submitted to a Minority Serving Institution or Non-profit organization to conduct the necessary research, site monitoring, site interpretation and/or Section 106 processing or other efforts.

DIVERSITY EXECUTIVE ORDERS PROGRAM FUNDING PROCESS

The funding process requires a minimal amount of work to request additional funding from the Washington Office.

Step 1-Determine your need

Step 2-Develop a narrative describing your need

Step 3-Determine your budget requirements and dollars required

Step 4-Provide your EEO Manager with narrative and budget

Step 5-EEO Manager arranges for a conference call with Washington Office to discuss the draft proposal and funding requirements

Step 6-Decision is given if this a win-win Diversity Executive Orders Program (DEOP) initiative

Step 7-EEO Manager submits DEOP Funding Request Form

Step 8-Funding is granted or denied based on available funding

Questions and Answers

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